

**MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.**  
**MILITARY LEAVE**  
**BOARD POLICY NO. 210**  
**Supersedes Policy #37**

**SUBJECT:** Military Leave for Employees

**OBJECTIVES:** To allow employees rights in regard to military leave

**POLICY:**

All employees of the Cooperative who are members of the National Guard or military reserves shall be given the necessary time off to attend training camps, without losing any of their rights or privileges as employees.

The salary or wage of such employees shall not be paid during such absence, except when such absence occurs during the employee's annual vacation.

President Bush signed a bill amending the employment rights mandated by USERRA. The new act extends coverage up to 24 months (formerly 18) for employees called to active duty.

The Board shall be responsible for the enforcement of this policy.

Approved: February 24, 1995

Effective: February 24, 1995

Revised: January 26, 2006

  
Board Secretary